
UNION COUNTY BOARD OF COUNTY COMMISSION

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SPECIAL MEETING
MINUTES
NOVEMBER 19, 2013
9:00 A.M.

1. MEETING CALLED TO ORDER

Chairman Tallman called the meeting to order.

2. INVOCATION AND PLEDGE

Chairman Tallman delivered the invocation and led the pledge.

3. BENNY SNYDER

Mr. Snyder informed the Board that he was going to start attending rehabilitation classes. He stated that he now has a man serving as his counselor. Chairman Tallman stated that after the last meeting, he and Mr. Arnold, along with Mr. Snyder, spoke with his former counselor about the possibility of doing a reevaluation, so that Mr. Snyder could return to work. Mr. Arnold reported that the counselor stated that Meridian will continue to use the original evaluation. Commissioner Tallman informed the Board that Chief Financial Officer Justin Stankiewicz contacted the County's Insurance Company, George Roberts, regarding Mr. Snyder returning to work and the Insurance Company expressed some concern that a future claim could be jeopardized given the County's knowledge of facts. Mr. Arnold stated that maybe he could have Mr. Snyder perform mechanic work, but Commission Tallman again expressed concern that it could still be a problem with the insurance company. Commissioner Smith stated that this matter was handled incorrectly from day one and that he would like to see Mr. Snyder return to work, even if it was to help Ms. Myers answer the telephone. Chairman Tallman stated that he was also ready for Mr. Snyder to return to work. Chairman Tallman asked Commissioner Smith how he would have handled the situation, so that he will know what to do in the future. He stated that he received two calls saying that Mr. Snyder was doing crack cocaine, not drinking, not marijuana, but crack cocaine. After the positive drug test was received, Mr. Snyder was immediately terminated. Commissioner Smith stated that, according to the personnel policy, no one can be fired without the Board's approval. Chairman Tallman stated that he was hoping that Mr. Snyder would have come forward prior to being tested. Chairman Tallman stated that the Board needs to amend the policy. Commissioner Cossey raised the question of an employee testing positive for drugs, should they be allowed to just sit in a chair, too? Commissioner Croft asked Mr. Snyder if he could just tough it out for another seven weeks and Mr. Snyder agreed that he could. Attorney Wade stated to the Board that the insurance company does not dictate a County's drug policy, but stated that the Board should apply common sense and consider the facts. Commissioner Smith stated that he was not aware that the policy stated that an employee can be terminated upon a positive drug test, and that Chairman Tallman did act in accordance to the policy. However, he expressed that he did not think any single person should have the authority to fire an employee. Janet Booth, Human Resources, read the portion of the personnel policy that states that upon positive results of a drug test, an employee should consider his or her employment terminated immediately. *Commissioner Smith moved, seconded by Commissioner Dobbs, to amend the current drug policy **to have any employee who submits a specimen for a drug/alcohol test registering a confirmed positive test result shall immediately be placed on leave of absence without pay until action can be taken by the Board. The motion passed unanimously.** Commissioner Smith moved, seconded by Commissioner Dobbs, to allow Mr. Snyder to return to the Road Department performing light duty if the labor attorney tells Attorney Wade that it won't be a liability risk for the County. The motion passed unanimously.*

4. OTHER BUSINESS

Commissioner Smith stated that he had something to say about last night's meeting. He stated that there were quite a few people at the meeting and no decision was made regarding the fire station in Providence. He informed the Board that Scott Rivers is no longer willing to donate the land because no decision was reached. *Commissioner Smith moved, seconded by Commissioner Cossey, to split the \$100,000 evenly between fire stations in Palestine and Providence, and to put the money that is to be used for a future fire station in Providence in reserves. The motion passed unanimously. Commissioner Dobbs moved, seconded by Commissioner Smith, to put the money that is to be used for a future fire station in District 5 (Palestine) in reserves. The motion passed unanimously.*

Commissioner Smith stated that he would like to remove himself from the finance committee, and asked Commissioner Croft if he would assume that role. Commissioner Croft agreed.

5. ADJOURNMENT

Commissioner Smith moved, seconded by Commissioner Cossey, to adjourn.

MINUTES PREPARED BY: Dianne Hannon

APPROVED:

ATTEST:

Jimmy Tallman, Chairman

Kellie Hendricks Connell, Clerk of Courts

BOARD MEMBERS:

KAREN COSSEY, District 1 • MORRIS DOBBS, District 2 • JIMMY TALLMAN, District 3 • M. WAYNE SMITH, District 4 • WILLIE CROFT, District 5
CHAIRMAN

KELLIE HENDRICKS CONNELL
Clerk of Court

RUSSELL WADE
County Attorney